

Physical Fitness:

What are the current physical fitness requirements for graduation from the ILEA? Are there remedial courses/additional chances given to those who do not meet the requirements? Are candidates allowed to graduate if they fail to meet physical fitness requirements?

Current physical fitness requirements resemble the Cooper Standard of completed push-ups in one minute, completed sit-ups in one minute and a 1.5 mile run. For the ability to enter the ILEA Basic Academy, recruits must meet the 40th percentile numbers during a physical fitness “test-in” approximately two weeks prior to the start date of the Basic Academy. To be eligible to graduate from ILEA, each recruit must meet the 50th percentile numbers at some point during the 16 week Basic Academy.

In addition to the normal physical fitness schedule, there are typically four (4) “test” days over the course of 16 weeks where recruits perform push-ups, sit-ups and the 1.5 mile run to gauge their progress. Individual attention, or specific assistance and guidance, is provided if a recruit is not on track to meet the 50th percentile numbers. No, recruits are no longer allowed to graduate if they don’t meet the 50th percentile numbers during the 16 weeks Basic Academy.



ILEA Physical Testing Requirements



40th Percentile ENTRANCE Requirement

Test	20-29	30-39	40-49	50-59	60+		Test	20-29	30-39	40-49	50-59	60+
MALES							FEMALES					
Age							Age					
1 Minute Sit-Up	38	35	29	24	19		1 Minute Sit-Up	32	25	20	14	6
1 Minute Push-Up	29	24	18	13	10		1 Minute Push-Up	15	11	9	12m	5m
1.5 Mile Run	12:51	13:36	14:29	15:26	16:43		1.5 Mile Run	15:26	15:57	16:58	17:54	18:44

50th Percentile GRADUATION Requirement

Test	20-29	30-39	40-49	50-59	60+		Test	20-29	30-39	40-49	50-59	60+
MALES							FEMALES					
Age							Age					
1 Minute Sit-Up	40	36	31	26	20		1 Minute Sit-Up	34	27	22	17	8
1 Minute Push-Up	33	27	21	15	15		1 Minute Push-Up	18	14	11	13m	8m
1.5 Mile Run	12:18	12:51	13:53	14:55	16:07		1.5 Mile Run	14:55	15:26	16:27	17:24	18:26

Academics:

What are the minimum academic requirements for graduation? Are there remedial courses/additional chances given to those who fail to meet minimum academic requirements, and if so, how many? Are candidates allowed to graduate if they fail to meet minimum academic requirements?

There are seven academic (7) exams throughout the Basic Academy, and each exam covers material from several subjects/training programs. ILEA requires that recruits shall attain an average score of 70% on all examinations and tests.

Recruits cannot fail more than 9 subjects OR more than 34 HOURS throughout the Academy. Anything above this may result in a recruit being suspended from the Academy. Remediation is required for failed subjects; however, a successful remediation does not eliminate the failed hours on record. Recruits who fail exams, subjects, or academic hours are required to communicate their academic progress with their FTO and/or department.

Each recruit will receive only two attempts at any psychomotor or written exam. Recruits who fail the first exam should reflect on their study habits and talk to their counselor or Assistant Director about how to improve scores, when and how to remediate, and when they can have a second attempt to show proficiency. The second attempt can only be completed following remediation.

A second attempt of any written examination will result in receiving a maximum 70% score toward the overall graduation percentage, regardless of the percentage obtained. Failure of the second attempt will require the recruit to repeat the failed portion of the Academy, and could result in removal from the Academy at the Director's discretion. The Director has final say on all opportunities of remediation.

Examination scores will be rounded to the nearest hundredth of a percent. Example: A score of 69.985 will round to 69.99%, but will not round to 70%. There is NO exception to this "rounding" policy. The overall percentage is calculated using an average method.

Each recruit may only attempt 9 topics of instruction twice. If more than 9 topics require remediation, the individual will be removed from the Academy and may be allowed to return to a later class.

Any recruit whose overall percentage drops below 80% is placed on Academic probation until the overall percentage is raised above that threshold. Recruits on Academic Probation will:

- Contact their Agencies;
- Meet with the instructor(s) of the courses below the 80% threshold;

- Meet with their assigned Counselor to develop a performance improvement plan; and
- Meet to update progress toward the plan at least weekly to determine what, if any, additional study work needs to be assigned.

While on Academic probation, recruits will NOT be provided off-campus privileges.

Firearms:

What are the minimum standards for firearm certification? How often do candidates do live fire exercises? Are there remedial courses and additional chances for those who fail to meet the required standard and if so, how many? Are candidates allowed to graduate if they fail to meet the minimum standard for firearm certification?

ILEA recruits shoot the ILEA In-Service Qualification Course on an ILEA-approved target a minimum of four times per Academy cycle, and recruits must post three minimum scores of 80% to show proficiency.

If a recruit is unable to post the requisite number of passing qualification scores (three out of four attempts), that recruit's department will be immediately notified; the department will also be advised of the remediation process, as well as performance deficiencies as they have been observed by ILEA Firearms Instructors. The recruit will be provided with four (4) additional hours of remedial firearms training.

The recruit will receive another four attempts to post three passing scores. Two ILEA Firearms Instructors must be present during all remediation qualification attempts. The turning target system must also be used to enforce the individual time standards, unless inclement weather prevents the use of the turning target system.

If the recruit is still unable to post the requisite number of passing scores, their department will be immediately notified; the department may then elect to send the recruit through the firearms program in a subsequent Basic Academy class.

A recruit is not able to graduate with a Peace Officer certification until posting the requisite number of passing scores.

Driving:

Are candidates required to pass pursuit/high speed driving tests? How often during training do candidates engage in driver training?

Yes, ILEA recruits are required to pass a variety of vehicle operations courses including gravel roads, high speed pursuit driving, legal aspects, nighttime driving, pursuit intervention techniques (PIT) and speed control. The driving training takes place at various training facilities including the Iowa Speedway, gravel roads, parking lots during daytime and nighttime hours to make it as practical as possible.

The ILEA driving program consists of 44 hours of specific vehicle operations training, and ILEA recruits are required to pass 6 focus areas within those hours. If a focus area is not passed, the recruit can remediate with an ILEA Driving Instructor. If remediation is not successful, the recruit will not receive a certification.

Residency:

Are candidates required to live at the ILEA during training?

Yes. ILEA recruits have a residency requirement, and they are housed in ILEA dormitories during the week. ILEA staff is present on Sunday evenings for check-in from 7 pm until 10:30 pm. On a nightly basis, quiet hours exist between the hours of 10:30 pm and 6:00 am AND all recruits shall be in their dorm rooms by 11 pm. After completion of the third week, if academic progress, PT assessment and overall conduct have been satisfactory and no privileges have been revoked, one night of liberty will be provided. The night out will be assigned by Academy staff and will have a curfew designated by the Director.

Sign-in shall be before or promptly at the designated curfew. At 10:30pm, quiet time will be enforced, and all recruits will remain in their dorms. The clocks in the Academy are the official timepiece.

Recruits are dismissed from the ILEA training campus for the week when training is completed on Friday afternoon.

Absences:

How many training days are candidates allowed to miss before they are dropped from training?

Recruits attending the ILEA Basic Academy are required to attend all classes. Any missed classes will be made up at the discretion of the Director, and as required by the *Iowa Administrative Code*.

A recruit shall not miss more than sixty (60) hours of in-person Academy instruction, whether consecutively or intermittently. Recruits who are absent for more than 60 hours, or it is pre-known that they will be absent more than 60 hours of in-person instruction, regardless of the reason, will be considered for release from the Academy.

If a recruit is released from the Academy for missing more than 60 hours of in-person instruction, they will be provided an opportunity to attend the next available Academy class.

Standards of Conduct:

Please explain in detail your requirements for standards of conduct and discipline. What infractions of discipline and conduct would result in being dropped from the ILEA? If such infractions occur, are students allowed to return at a later date? In the last three years, how many candidates have been dropped for disciplinary infractions?

Attached to, and made a part of this manual is the State of Iowa Equal Opportunity, Affirmative Action and Anti-Discrimination Policy. The relevant provisions of this policy apply to students at the Iowa Law Enforcement Academy.

DISCRIMINATORY HARASSMENT IN VIOLATION OF *IOWA CODE CHAPTERS 216 AND 19B* AND APPLICABLE FEDERAL STATUTES

Harassment of employees based upon their race, creed, color, religion, sex, national origin, age, physical or mental disability, sexual orientation or gender identity is a violation of the *Iowa Civil Rights Act (Iowa Code Chapter 216, as amended)*.

Other laws also prohibiting discriminatory harassment in one or more of specified covered areas include: *Iowa Code Section 19B.12, Title VII of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1978, as amended; and the Americans with Disabilities Act of 1990.*

Examples of discriminatory harassment based on the employees' protected status include, but are not limited to:

- Abusing the dignity of an employee through insulting or degrading remarks or conduct;
- Threats, demands, or suggestions that an employee's work status is contingent upon submission to harassment; and
- Subjecting an employee to demeaning or degrading activities in order to gain co-worker acceptance, e.g., hazing.

Sexual harassment is a violation of both federal and state statute. Harassment on the basis of sex is a violation of *Section 703 Title VII of the Civil Rights Act of 1964* (42 U.S.C. Sec. 2000e et seq.) as amended and *Iowa Code Sections 19B.12 and 216*.

Sexual harassment based on real or perceived sexual orientation or gender identity is a violation of *Iowa Code Section 216*. "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

Within *Iowa Code section 19B.12*, "sexual harassment means persistent, repetitive, or highly egregious conduct directed at a specific individual or group of individuals that a reasonable person would interpret as intentional harassment of a sexual nature, taking into consideration the full context in which the conduct occurs, which conduct threatens to impair the ability of a person to perform the duties of employment, or otherwise function normally within an institution responsible for the person's care, rehabilitation, education, or training."

Examples of sexual harassment, in addition to discriminatory harassment previously described, include, but are not limited to:

- Unwelcome sexual advances.
- Hostile conduct based on the person's sex, sexual orientation, or gender identity.
- Requesting or offering sexual favors in return for job benefits.
- Actions such as cornering, patting, pinching, touching or brushing against another person's body that are sexual in nature.
- Open speculation or inquiries about another person's sex life.
- Jokes, remarks, or innuendos that are sexual in nature or based on real or perceived sexual orientation or gender identity about another person, or about men or women in general.
- Displaying sexually explicit material in the workplace.
- Conditioning work benefits on submission to sexual advances, tolerance of a sexually hostile work environment or giving preferential treatment because of another person's submission to sexual advances, or tolerance of a sexually hostile work environment.

Sexual harassment can take place between:

- Any two state employees;
- A state employee and a non-state employee, including contractors; and

- Between a state employee and a visitor, guest, client, patient, inmate, or resident.
 - *December 10, 2010*

In *all* cases, a pattern of violations demonstrating disrespect for, or disregard of the Iowa Law Enforcement Academy (ILEA) Rules, Policies or Procedures may result in a suspension or dismissal from ILEA, regardless of other penalties set out in this document that may call for a lesser penalty. A pattern may be established by an accumulation of a minimum of three violations.

ILEA reserves the right, in especially serious cases, to suspend a recruit from ILEA pending the outcome of an investigation, or at the discretion of the Director.

Any recruit is subject to reprimand, dismissal, suspension, or other disciplinary action for the following

- Failure to abide by any and all rules contained within the Code of Conduct or the Recruit Handbook;
- Conduct that in any way does or could adversely affect or reflect upon the recruit, the employing agency, fellow recruits or the Iowa Law Enforcement Academy;
- Any sexual activity (including kissing or any sex act as defined in *Iowa Code 702.17*) on Academy premises;
- Failure to sign out and back in at the night proctor office anytime a recruit leaves the immediate vicinity of the Academy other than for a class activity; and
- Failure to perform assignments adequately.

RANGE OF DISCIPLINARY ACTION

- Verbal reprimand
- Written reprimand
- Restrictions on or loss of privileges, including but not limited to off-campus privileges and/or extra duties
- Suspension from class.
 - This may be for a period of up to and including the balance of the length of the class.
 - Suspension does not preclude future admission to another class.
 - If a recruit is suspended, re-admission at the conclusion of the period of suspension shall be made upon application of the recruit's employing agency and approval of the Director.
 - If the suspension is for the balance of the length of the class, the recruit suspended may be re-admitted to a future class only upon written application of an employing agency and upon full payment of all costs.
 - Conditions for readmission after suspension may be imposed by the Director.

- Dismissal from class. Disciplinary dismissal/expulsion may preclude admission to any future Academy class or any other certifying course in the State of Iowa.
- Any other disciplinary measure or combination of measures deemed appropriate by the Director.

Mitigating and aggravating factors may be considered when selecting an appropriate level of discipline. Factors considered in mitigation or aggravation may include:

- Individual's prior disciplinary record;
- Nature of the offense;
- Severity of any damage, injury or harm resulting from the violation;
- Recruit's acceptance or denial of responsibility; and
- Recruit's cooperation in the disciplinary process.

In the last three years, eight (8) recruits have been dismissed for disciplinary reasons.

Uniforms:

Are uniforms required for attendance? Is a physical fitness uniform required for physical fitness training?

ILEA name tags must be worn outside your clothing and easily visible during all ILEA class hours, unless exempted by ILEA Staff.

Unless otherwise directed by ILEA Staff, recruits will wear their approved department uniform or ILEA prescribed uniform while attending all ILEA classes.

DUTY UNIFORM: From approximately October 1 through March 31, all will wear ties with long sleeve shirts unless authorized to wear turtlenecks; from approximately April 1 through September 30, all will wear short sleeve shirts open at the neck with t-shirt underneath.

SHIRTS SHALL BE:

- Wrinkle free and tucked in tight
- Shirt placket in gig-line with belt buckle/zipper on trousers
- ILEA name tag centered on lower portion of right pocket flap for Class A Uniform
- Writing instruments not visible
- Only authorized accessories will be worn on shirts. Rules of the officer's department will prevail unless the department does not have rules or guidelines or defers to Academy standards.

Trousers shall be:

- Wrinkle free with creases front and back

- Back pockets will be buttoned
- ILEA name tag affixed to right D ring or Class B Uniform
- Footwear shall be polished and dirt free. Socks will be white or black.

Background Checks:

What type of background checks are done on candidates? What type of prior conduct would result in disqualification from the academy?

Background checks are conducted by law enforcement agencies during the hiring process. ILEA's role is to ensure new hires meet current minimum hiring requirements.

501 Administrative Rules, Chapter 2 outline minimum standards that preclude someone from being hired; thus disqualifying them from being able to attend the Academy. Specific 501.2 provisions are:

- Not addicted to drugs or alcohol;
- Of good moral character as determined by a thorough background investigation including a fingerprint search conducted on local, state and national fingerprint files and has not been convicted of a felony or a crime involving moral turpitude. "Moral turpitude" is defined as an act of baseness, vileness, or depravity in the private and social duties which a person owes to another person or to society in general, contrary to the accepted and customary rule of right and duty between person and person. Moral turpitude is conduct that is contrary to justice, honesty or good morals.
 - The following nonexclusive list of acts has been found by the Iowa law enforcement academy council to involve moral turpitude:
 - Any felony. As used in this section, the word "felony" means any offense punishable in the jurisdiction where it occurred by imprisonment for a term exceeding one year, but does not include any offense, other than an offense involving a firearm or explosive, classified as a misdemeanor under the laws of the state and punishable by a term of imprisonment of two years or less.
 - A misdemeanor crime of domestic violence as defined by Iowa Code section 724.26(2)"c," or other offenses of domestic violence.
 - An adjudication of delinquency as a juvenile based on conduct that would constitute a felony if committed by an adult.
 - Assault or harassment.
 - Stalking.
 - Any offense in which a weapon was used in the commission.
 - Income tax evasion.
 - Perjury or its subornation.
 - Theft, aggravated theft, fraudulent practices, robbery or burglary.

- Any sex crime or crime listed in Iowa Code chapter 709.
 - Conspiracy or solicitation to commit a crime listed in this rule.
 - Defrauding the government.
 - Delivering, manufacturing or possessing with the intent to deliver or manufacture a controlled substance.
 - Convictions by any other state or by the federal government under statutes substantially corresponding to the crimes listed in this rule.
 - Any crime as an adult that resulted in the requirement of being listed on a sex offender registry.
 - An adjudication of delinquency as a juvenile based on conduct that would constitute a crime as an adult that resulted in the requirement of being listed on a sex offender registry.
- In determining whether to grant a waiver of subrule 2.1(5) under rule 501—16.3(17A,80B), the council shall consider in its analysis of numbered paragraph “4” of rule 501—16.3(17A,80B):
 - The nature and seriousness of the crime;
 - The time elapsed since the crime was committed;
 - The degree of rehabilitation which has taken place since the crime was committed;
 - The likelihood that the person will commit the same crime again;
 - The number of criminal convictions; and
 - Such additional factors as may in a particular case demonstrate mitigating circumstances or heightened risk to public safety

Minimum Entrance Requirements:

Please identify your minimum entrance requirements.

In addition to meeting all minimum hiring requirements laid out in Administrative Rules 501 - 2.1, all recruits must pass the aforementioned physical fitness assessment at the 40th percentile under the supervision of ILEA staff approximately three (3) weeks prior to beginning the Basic Academy. If they do not pass the initial physical fitness assessment, there is one retake administered by ILEA staff approximately two (2) weeks later. If they pass the retake at the 40th percentile, they can attend the Basic Academy. If they do not pass, they are not eligible.

<https://www.legis.iowa.gov/docs/iac/rule/501.2.1.pdf>

Curriculum:

Please identify your courses of study, and how much time is spent on each.

FOCUS AREA 1 – FOUNDATIONS OF AMERICAN POLICING (21 hours)

Unbiased Policing...14 Hours

Implicit Bias (3), Cultural Competency (5), African Community Relations (2), Asian Community Relations (1), Latino Community Relations (1), Special Needs Population (1), Deaf Culture (1)

Court Organization... 2 Hours

Discretion... 2 Hours

Ethics & Professionalism... 1 Hour

Jail Operations/Corrections/Civil Process... 2 Hours

FOCUS AREA 2 – COMMUNICATION SKILLS (39 hours)

Death Notification... 2 Hours

Interviews and Interrogations.... 7 Hours

Moot Court...3 Hours

Report Writing and Investigative Note Taking... 13 Hours

Social Media... 1 Hour

Testifying in Court... 2 Hours

Verbal Defense & Influence... 8 Hours

Trauma Informed Interviews... 4 Hours

FOCUS AREA 3 – LIFE SKILLS (124 hours)

Below 100... 2 Hours

Blood borne Pathogens... 1 Hour

Blue Courage... 4 Hours

Crisis Intervention Training (8 Hours Scenarios)... 24 Hours

Critical Incident Stress Management...2 Hours

Federal Color of Law (Aspects of Use of Force)... 2 Hours

Iowa Law Enforcement Emergency Care Provider (4 Hours Testing)... 32 Hours

Mental Health Emergencies... 4 Hours

Physical Training (2 Hours Testing)...46 Hours

Stress Management... 2 Hours

Survival Awareness... 3 Hours

Introduction to Trauma... 2 Hours

FOCUS AREA 4 – LEGAL TOPICS (67 hours)

Civil Liability... 2 Hours

Confessions and Admissions.... 3 Hours

Criminal Law... 18 Hours

Juvenile Law... 3 Hours

Law of Arrest...2 Hours

Motor Vehicle Law (2 Hours Testing)...11 Hours

Narcotics Law... 2 Hours

O.W.I. Legal..... 4 Hours

Peace Officer & Management Rights... 1 Hour

Procedural Due Process... 1 Hour

Rules of Evidence... 2 Hours

Search and Seizure... 14 Hours

Use of Force.... 4 Hours

FOCUS AREA 5 – PATROL PROCEDURES (55 hours)

Alcohol Licensee Compliance... 1 Hour

ALERRT (Advanced Law Enforcement Rapid Response Training)... 12 Hours

Animal Control Procedures... 1 Hour

Basic Incident Command (IS-100 & IS-700)... 1 Hour

Felony Calls in Progress (Includes Building Searches)... 7 Hours

Fire Calls... 1 Hour

Gangs... 2 Hours

Hazardous Materials... 8 Hours

Iowa System Communication.... 2 Hours

Meth Labs...2 Hours

Observation & Perception... 2 Hours

Patrol Techniques & Beat Assignments... 2 Hours

Radar Enforcement...4 Hours

Radio Communications ... 2 Hours

Terrorism Awareness... 4 Hours

Traffic Direction...1 Hour

Traffic Law Enforcement... 2 Hours

Weather Preparedness... 1 Hour

FOCUS AREA 6 – INVESTIGATIONS (113 hours)

Bombing & Arson... 2 Hours

Burglary... 2 Hours

Card Fraud...2 Hours

Collision Investigation (2 Hours Testing)...20 Hours

Crime Scene Search and Recording... 3 Hours

Death Investigation... 3 Hours

Document Fraud... 2 Hours

Domestic Violence (6 Hours Practical)...13 Hours

Financial Crimes... 2 Hours

Fingerprinting...2 Hours

Forensic Science and the DCI Laboratory... 3 Hours

Hate Crimes... 2 Hours

Human Trafficking... 3 Hours

Insurance Fraud...1 Hour

Iowa Lottery Security...1 Hour

Iowa Missing Persons...1 Hour

Mandatory Reporting of Child and Dependent Adult Abuse...4 Hours

Narcotics Investigation... 6 Hours

Officer Involved Shootings...1 Hour

O.W.I. Enforcement (*includes Chemical Testing and DataMaster Training, Drug Recognition for Street Officers*)...13 Hours

Photography... 1 Hour

Sexual Abuse Investigation... 9 Hours

Stalking... 2 Hours

Standardized Field Sobriety Testing...10 Hours

Street Intoxication... 2 Hours

Vehicle Theft...3 Hours

Healthcare Abuse... 1 hour

FOCUS AREA 7 – TACTICAL SKILLS (188 hours)

Chemical Spray... 4 Hours

Defensive Tactics (3 Hours Testing)...46 Hours

Expandable Baton Training (2 Hours Testing) ... 7 Hours

F.A.T.S...11 Hours

Firearms (6 Hours Night Fire)... 72 Hours

Risk Management..... 2 Hours

Vehicle Operations (4 Hours Testing)...36 Hours

Vehicle Stops (2 Hours Night Vehicle Stops)...10 Hours

FOCUS AREA 8 – ADMINISTRATIVE (21 hours)

Examinations ... 14 Hours

Graduation...1 Hour

Graduation Rehearsal... 1 Hour

Registration/Orientation... 4 Hours

Student Advisor Meeting... 1 Hour

Total Hours...636

Facilities:

Please identify any equipment/facility or funding shortfalls that prevent you from offering important training, or that limit training in a way you believe to be detrimental to providing candidates with the training they need.

ILEA is located on the Camp Dodge military installation. ILEA's current facility houses management offices, administrative staff offices, instructional staff offices, dormitories with restrooms, four classrooms, a cafeteria, a laundry room, a weight room, ammunition storage and a general storage area.

Each Academy cycle is split into two classes. They are split into two classes so we can alternate their training schedule as we don't have the facilities or the instructional staff to train all recruits on the same topic for 16 weeks. One classroom (capacity of 50) is assigned to each Academy class, so two classrooms are in use throughout the year.

The third classroom (capacity of 40) is used for Academy Council meetings, tour groups and outside/specialty training opportunities.

The fourth, and makeshift, classroom (capacity 50) is located in the basement of ILEA. It is primarily used for staff meetings, small outside/specialty training opportunities and other miscellaneous gatherings. This classroom has a low ceiling, poor lighting, and poor acoustics, so it is not a preferred or advantageous learning environment.

With Academy classes averaging 40 recruits, so 80 recruits per 16 week cycle, our current facility does not allow us the opportunity to have joint lectures or combine the Academy classes for any joint training without reserving auditorium or lecture hall somewhere else on Camp Dodge at an off-base venue. This forces many training blocks during the 16 week schedule to be scheduled when certain facilities are available rather than when it makes the most sense and is most valuable to ensure a high quality training product. Additionally, we waste valuable training time having our instructional staff recruits travel to and from offsite locations, and we use scarce training funds at outside venues.

Our gym has enough space for a maximum of 20 people at any given time. With an average of 40 recruits per Academy class and 80 recruits per cycle, that is nowhere near optimal. Physical fitness is a requirement for the law enforcement profession, and a desire for most individuals entering the law enforcement profession, but our current facility does not allow for sufficient training or performance.

Rather, our instructional staff uses makeshift training equipment in open-air spaces around Camp Dodge when the weather is sufficient. During extreme weather conditions, we attempt to use National Guard facilities when they are available. However, that has severe limitations as weather conditions oftentimes change last minute, and last minute changes aren't conducive to pre-planned National Guard training to use the same gym space. We have to either cancel

physical fitness class, which isn't optimal, or change our daily training schedule, which has a serious trickle-down effect as we rely on adjunct instructors to teach various training blocks throughout the 16 week cycle.

Furthermore, we use scarce training funds to rent physical fitness space, or any other venue, from the National Guard on Camp Dodge. Similar logistical challenges and wasted training time applies to having ILEA recruits traverse Camp Dodge to different training locations during what is a tight daily schedule.

Much like physical fitness, ILEA recruits spend a lot of time learning and perfecting defensive tactics. To ensure safety, this takes space and soft landings. There is not a space anywhere near sufficient inside our building to do this. Again, we use open-air space around Camp Dodge when the weather cooperates, but we must move and carry mats to different training locations on a daily basis. We can use some indoor facilities around Camp Dodge, when they are available, and we must move our safety mats to those locations as well. Yet again, logistical hurdles and wasted training time to traverse Camp Dodge applies. Added costs apply yet again as we pay rent to the National Guard for use of every facility.

Firearms training is much the same. We rent firearms range space from the National Guard, when it's available. Currently, there is a large, year-long construction project taking place on Camp Dodge, so the vast majority of our firearms training is taking place on a makeshift range near the far north end of Camp Dodge. Logistical challenges, wasted training time on travel, financial costs and scheduling challenges all apply to firearms as well.

We have no space to conduct active shooter training, building searches, or a variety of tactical training, so we have developed relationships and partnerships with outside business and vendors to use. Many of them are gracious with their properties, but they have revenue-dependent business ventures, public concerns, and scheduling conflicts well. Logistical challenges, wasted training time on travel and financial investments are also common hurdles for these types of training. It's common for us to have to search for new facilities on a regular basis as properties are sold, developed, re-zoned, etc.

Driving training takes a lot of space and infrastructure. The Iowa Speedway in Newton has been a gracious partner to Iowa law enforcement for many years, but they are a business as well. They afford us training time and space whenever they can, but they have many large scale events that take weeks and months to prepare for. We are at the mercy of their schedule, and many times, optimal training times during a 16 week training cycle doesn't align with speedway availability. Again, the logistical challenges of getting our recruits, training vehicles and staff to Newton wastes valuable training time and financial resources.

ILEA realizes a new firearms range and driving facility are high end, large space projects; however, they are essentially needs of any central law enforcement Academy with roles such as that of ILEA.

More financially and spatially feasible is the addition of a joint classroom/lecture hall and a dedicated physical fitness/defensive tactics space that can serve the immediate needs of all recruits in any given Academy cycle.

Funding is another shortfall for ILEA. For many years, ILEA has followed the fee-based structure outlined in Iowa Code section 80B.11B. Specifically, section 80B.11B (2)(c) requires one third of the Basic Academy's tuition cost be paid by the individual candidate, one third of the cost be paid by the hiring agency, and the remainder be paid by the State. However, current appropriations, including a de-appropriation for FY24, currently do not cover 1/3 of Basic Academy costs. For FY25, current appropriations will only cover 28.6% of projected Basic Academy costs.

The current tuition cost to attend the 16-week, 636-hour Basic Academy at ILEA is \$9,975, which results in a \$6,650 per-candidate-cost to local and county law enforcement agencies. In an effort to mitigate this financial burden, ILEA has not raised tuition fees for the Basic Academy in over five years. In addition to the tuition cost, the candidate or the hiring agency must pay fees for Academy uniforms (\$230) from Iowa Prison Industries and for a meal plan (\$2,330) from Hy-Vee. These costs are outside the control of ILEA and have steadily risen over the years. All told, the agency/candidate's cost to attend the Basic Academy is \$9,210. The current fee-based structure is not sustainable for the vast majority of law agencies across Iowa and ultimately results in diminished law enforcement services to the citizens of Iowa.

Instructional Staff:

What standards are used when determining the instructors hired by the ILEA? Please provide information on experience levels of your instructors and staff.

While I can't speak to specific parameters or why individual instructors were hired under previous Directors, I have hired one law enforcement instructor since I became the Director in March. With that opening, we had specific needs for Operating While Intoxicated (OWI)/Standard Field Sobriety Test (SFST) and Defensive Tactics experience. Current/recent law enforcement experience, technological and educational proficiency, good moral standing at past employment, and employer and personal references were also taken into consideration. For what it is worth, feedback from other ILEA staff members and ILEA recruits has been overwhelmingly positive regarding our newest instructor.

Director - 16 years as a law enforcement officer

Assistant Director - 1 year as a dispatcher, 11 years as a law enforcement officer, and 22 years in education

Administrative Staff

- IT and Basic Coordinator have been here 20+ years
- Majority of remaining admin staff has been at ILEA less than 5 years

Instructional Staff

- Longest tenured instructor at ILEA has approximately 10 years law enforcement experience and over 26 years at ILEA.
- One instructor had over 35 years law enforcement experience and now 3+ years at ILEA.
- Several instructors have 3-8 years law enforcement experience and now 2+ years at ILEA.
- Two instructors do not have previous law enforcement experience, but they are assigned instructor roles where their prior experience is applicable (domestic violence, mental wellness, officer resiliency, medical radio communications, and telecommunications).

Recruit Progress/Agency Communication:

How often are local law enforcement agencies consulted on the progress of their candidates? Is local agency input solicited when candidates are struggling to meet minimum requirements? Is determination to drop a candidate based on failure of that candidate to meet minimum standards, or is it left up to the candidate's agency?

Improved agency communication with agencies regarding recruit progress has been a focal point since I became Director in March. All instructional staff and management have access to a progress report where specific concerns (attitude, participation, skills performance, academic performance, injuries, etc.) and celebrations are noted. Instructional staff and management have bi-weekly meetings to ensure the progress report remains current and all communications with the agencies are logged.

Yes, each recruit is assigned an instructor as their counselor during the Basic Academy. Counselors are required to have weekly check-ins with their recruits to address concerns and/or celebrations. If concerns start to trend at all, the predetermined point of contact at each agency is contacted to relay the concerns. Recruits are also informed to discuss the issue(s) with their agency point of contact. We have also created a rubric outlining levels of concern and what the appropriate ILEA response is from the onset of the concern up to and through dismissal.

Some dismissals are due to a recruit failing to meet a minimum standard (physical fitness, firearms qualification, academic proficiency, unethical behavior). Since my time as the Director, these decisions are made in conjunction with the agency. Other dismissal decisions are made by the agency or at least based on multiple conversations with the agency (attitude, active participation, response to constructive criticism, lack of progress in deficient areas, etc).

Multiple dismissals have been injury-related. Some agencies take a very proactive approach on ensuring their new hire is and remains a top-quality, consummate professional while other agencies need a certified officer, who once they graduate from ILEA after meeting the minimum requirements, can fill a vacant position.

It's important to note recruits are not hired by ILEA and are not ILEA employees. They are agency employees. With agency size, involvement, preference and expectations all across the spectrum, it is a delicate balance to create and maintain training programs and parameters to meet all needs.

Recruit Numbers:

Please provide data on the number of candidates graduated in the last three years, the number who were dropped for failure to meet standards, and the specific standards that were not met that led to the dismissals.

Attended	Dropped	Reason Dropped
774	16	Injury (2), Academic (4), Firearms (2), Discipline (8)

Centralized/Standardized Training:

Do you believe that one ILEA location is the best approach, or do you believe that additional training sites in other areas of the state would be beneficial? If additional sites are contemplated, how would you ensure standardized and professional standards at the additional sites?

By Iowa Code (80B.4), ILEA has been designated as “a central law enforcement training facility.” A single, strong, superior, financially stable central academy is a common desire for individual states and law enforcement training across the country. The central academy, such as ILEA, is responsible for setting minimum standards, Basic Academy training, creating and disseminating training material to all law enforcement agencies across the state, providing ongoing training and necessary additional resources, and investigating unethical, immoral and poor decisions that impact the ability of an individual’s certification. ILEA also has the role of setting and overseeing initial and ongoing training for jailers, reserve officers and public safety telecommunicators.

Given severe funding, space and staffing limitations, it is not feasible for ILEA to serve as the only site responsible for initial law enforcement training and peace officer certification. Iowa now has six (6) regional academies: Cedar Rapids PD, Des Moines PD, DPS, Hawkeye Community College, Indian Hills Community College and West Iowa Tech Community College.

The three agency-specific regional academies (Cedar Rapids, Des Moines and DPS) are Level I academies that resemble the ILEA Basic Academy. The three regional community college academies are Level II academies that are shorter and have a completed secondary education requirement for eligibility.

Indian Hills was just recently approved by the Academy Council on September 27th as a regional academy. Based on a recent needs assessment that was conducted for consideration by the Academy Council, I believe no additional regional academies are necessary. ILEA, the agency-specific academies and the community college academies can meet the current needs of individuals needing peace officer certification after being hired by law enforcement agencies. From a purely financial standpoint due to a dependence on recruit attendance revenue at ILEA, it is not financially feasible for ILEA to support additional regional academies. Additionally, any further decentralization of law enforcement training is detrimental to the quality of law enforcement service provided across the State.

Standardized training programs, training material and professionalism across all law enforcement academies is something that is desired and expected by the citizens of Iowa. Its imperative ILEA serves as the facilitator of current and relevant training material and partners with the established regional academies to ensure a high quality and professional law enforcement product.

As I look to the future, I envision ILEA following the lead of many states in developing a Peace Officer Standards and Training (POST). Generally, each state's POST is responsible for developing and enforcing standards and training for all peace officers in any given state. They are a part of or an extension of the central academy, but they serve a very different purpose than the Basic Academy. Essentially, the central academy has two divisions, bureaus or roles; POST and Basic Academy.

The POST serves as the creator and enforcer, an auditor if you will, of all standards and training including minimum requirements, annual in-service training, ongoing specialty training, agency-specific instructors and everything around the suspension and revocation of peace officer certifications. Meanwhile, the Basic Academy serves the role of initial and foundational training for new hires and creates and distributes training material to regional academies and agencies across the state. Developing an Iowa POST would have a positive impact on the standardization of law enforcement training, professionalism and quality of service.



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Professionalism Through Training